



## RESOLUTION

URGING THE CITY ADMINISTRATION TO ESTABLISH A FOUR-DAY, 40-HOUR WORK WEEK PROGRAM FOR CERTAIN CITY EMPLOYEES IN ORDER TO IMPROVE EFFICIENCY, DECREASE TRAFFIC CONGESTION, AND REDUCE CARBON EMISSIONS.

WHEREAS, a 2019 think tank study, "The Ecological Limits of Work" by Philipp Frey, suggests that upon reviewing the existing carbon emission levels of the United Kingdom, Germany, and Sweden, drastic reductions in working hours are necessary in all three countries in order to reduce carbon emissions and the impact of climate change, which would then also increase efficiency in other areas; and

WHEREAS, in the spring of 2018, a New Zealand trust management company piloted a four-day work week trial program and found that employee productivity rose by 20 percent and employee work-life balance increased by 45 percent, which prompted the company to make the policy permanent later that year; and

WHEREAS, in August 2019 Microsoft Japan instituted a four-day work week pilot project and found that productivity rose by 40 percent, employees took 25 percent less time off during the trial, and office use of electricity decreased by 23 percent; and

WHEREAS, research from the Chartered Institute of Personnel and Development in the United Kingdom shows that flexible work practices improve staff engagement and motivation, as well as staff performance; and

WHEREAS, in 2008, the state of Utah instituted a 4-day work week for 18,000 of its 25,000 state employees in order to address a recession and the state saved \$502,000 annually on energy costs at public buildings that were closed an extra day and with state vehicles left in garages an extra day, employee job satisfaction increased, the public found improved access to public services that were open longer hours, and carbon emissions were cut by 14 percent; and

WHEREAS, studies demonstrate that by recognizing the unique needs of employees both inside and outside of work by offering flexible working arrangements, employees are healthier, experience less stress about commute times and family obligations, and are more productive and engaged when they can effectively make choices about how, where, and when they work; and

WHEREAS, a flexible work environment benefits economic development by increasing an organization's ability to retain and attract top talent, reduce overhead costs, and reduce loss from workers' compensation, and employee sick and vacation leave; and



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WHEREAS, these trials, and several others, have shown that four-day work weeks offer a plethora of benefits, such as increased productivity, increased efficiency, decreased absenteeism and turnover, and increased worker satisfaction; and

WHEREAS, since the mid-1990s, state governments have been implementing flex-work policies, such as four-day work weeks, and today 30 states have some kind of flexible work week policy in place for government workers; and

WHEREAS, the City Council ("Council") finds that a four-day work week program would provide a multitude of advantages such as reducing traffic congestion, decreasing carbon emissions, increasing City employee productivity, providing new afterhours availability to serve the public, increasing efficiency at City agencies, and increasing City employee welfare and retention; and

WHEREAS, the Council finds that this initiative to improve the morale and work-life balance of City employees, while simultaneously increasing customer satisfaction and revenue to benefit the City's economic development, would also have positive outcomes for Honolulu taxpayers; and

WHEREAS, the Council supports this initiative conditionally, based upon the support and approval of the applicable public worker unions; now, therefore,

BE IT RESOLVED by the Council of the City and County of Honolulu that it urges the City Administration to establish a four-day, 40-hour work week program for certain City employees in future collective bargaining agreements, if support and approval is received from the applicable public worker unions; and



**CITY COUNCIL**  
CITY AND COUNTY OF HONOLULU  
HONOLULU, HAWAII

No. **20-8**

**RESOLUTION**

BE IT FINALLY RESOLVED that a copy of this resolution be transmitted to the Mayor, the Managing Director, and the Director of Human Resources.

INTRODUCED BY:

*Kym Rine*

DATE OF INTRODUCTION:

**JAN 15 2020**

Honolulu, Hawaii

Councilmembers

**FILED**

**JAN 15 2021**

PURSUANT TO RCN Sec. 1-2.5